Managing the Navy's Recruiting Incentive Program

March 2004

Outline

- Enlistment Incentive Web Site demonstration

- MILITAPS

  - Purpose

  - Overview of Tracking, Accounting, and Payment Proposal

  - Capabilities

  - Comparison between current and new process

  - Benefits

  - Status

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CNRC Incentive Web Site

- Makes available to the classifiers & fleet EB/LRP/NCF historical and current data and policies.

- Meets N130 standards for dissemination of policies

- User friendly

- Go to: https://survey.cnrc.navy.mil/eb-incentives/incentives6.htm

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MILITAP's Purpose

- To provide program managers with a management information system that will consolidate the tracking, accounting and payment of the Navy's entire enlistment incentive program into one overarching system.

- Track and manage Navy enlistment incentive dollars

- Assist in forecasting by providing accurate data

- Web enabled…MILITAPS: https://militaps.spawar.navy.mil/

- When other systems become available, MILITAPS will have the flexibility to grow into a closed loop system that could streamline the incentive payment process by eliminating the need for recruit and pay personnel manual interaction with current pay systems.

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Objectives

1) Automatically pay EB/LRP incentives directly to sailors based on approved pipeline training completion.

   "About 60% of FY03 accessions had EB/LRP in their contract."

2) Track execution of EB/LRP incentives over the cycle of payments by categories.

   "Currently about $150M is tracked over a 5 year period (FY02 to FY06)"

3) Meet standards of accounting in planning and budgeting of government funds.

   "Actual to Plan accuracy varies throughout the year leaving millions in allocated (not executed) status."

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Information Systems Involved

- CNRC: PRIDE – <u>Personnel Recruiting for Immediate and Delayed Enlistments</u> is accession management system used to initialize records with enlistment incentive data.

- NETC: CeTARS – The <u>Corporate enterprise Training Activity Resource System</u> is the technological upgrade to STSS, NITRAS, CENTRA in accordance with CNO's imitative to "Web enable the NAVY". Use to record official navy training.

- BUPERS: EMR - <u>Enlisted Master Record</u> – Used to track school house and navy attrition.

- DFAS: DMO – The <u>Defense MiliPay System</u> which is used by PSD to requisition EB payments.

- DFAS: DJMS – The <u>Defense Joint MiliPay System</u> which processes EB payment requisitions.

- BUPERS: NSIPS- The <u>Navy Standard Integrated Personnel System</u> is the pay and personnel tracking system for the Navy.

- BUPERS: BUPERS ACCESS – Individuals access professional data.

Current vs. New Process

- Current
  - Uses planning assumptions
  - Impossible to reconcile
  - Erroneous Payments
  - Manual inputs
  - Does not provide data beyond shipment to RTC

- New
  - Uses actual data
  - Can be reconciled by participant
  - Contractually accurate payments
  - Automatic
  - Provides data from time of DEP to last payment of EB.

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CNRC and OPNAV
Reconciliation Results

	FY2003 ($K)	FY2004 Oct – Feb ($K)
Model (CNRC N5)	90,000	42,470
Actual(N10)	81,090	41,950
Delta	8,910	520

- No way currently to account for the delta between model and actual
  - Greater than expected attrition?
  - Problems with recruits receiving entitlements?

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Benefits

- Saves countless man-hours (fleet wide) in recording, processing, tracking, paying, and accounting for EB funds
- Enables complete FY and Monthly reconciliation of MPN accounts
- Enables more optimal use of incentive resources
- Saves millions in bonus overpayments
  - Ref. Center For Naval Analyses study APR2003
- Provides high quality database from which to perform research and analysis
  - Ref. Center For Naval Analysis Study APR2003

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Status

- Training pipelines obtained and personnel tracking results have been used to structure payments.

- Tracking and Reporting application prototype available to NRC. Enhancements to improve MILITAPS accuracy to be completed by September 2004.

- DFAS/PERS 33 (NSIPS) is aware of MILITAPS but have reserved judgment on full integration until more is known about the software.

- PRIDE transitioning to an improved web enabled hybrid.

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